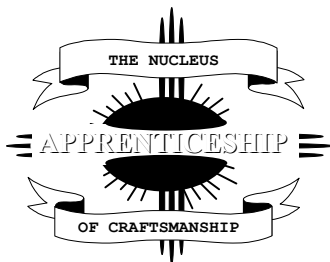




STANDARDS OF APPRENTICESHIP
adopted by
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS #23
JOINT APPRENTICESHIP AND TRAINING COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
GENERAL JOURNEYMAN ELEVATOR MECHANIC		825.361-010	9,250 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

APRIL 19, 2002

Initial Approval

By:

LAFRANK NEWELL

Chairman of Council

Addendum Amended

By:

PATRICK WOOD

Secretary of Council

Committee Amended

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NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE GROUP
JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

The International Union of Elevator Constructors #23 (IUEC #23) and the National Elevator Industry Educational Program (NEIEP) recognizes the need for structured training to maintain the high level of skills and competence demanded in the elevator industry. Registered apprenticeship provides the most practical and sound method to meet that need, to prepare individuals to be skilled craft workers, and to ensure industry an adequate supply of skilled workers. In furtherance of those goals, IUEC #23 and NEIEP has established these Standards of Apprenticeship outlining all of the terms and conditions for the qualification, recruitment, selection, employment and training of apprentices. The registration of these Standards by the registration agency certifies that the programs as outlined in this document conform to the labor standards which the Washington State Apprenticeship and Training Council believes are necessary to safeguard the welfare of apprentices.

1. GEOGRAPHICAL AREA COVERED:

The geographical area covered shall be the Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, and Wakiakum.

2. MINIMUM QUALIFICATIONS:

Age:	All applicants shall be at least eighteen (18) years of age.
Education:	a. Applicants shall be high school graduates or provide proof of equivalent educational attainment such as successful completion of the test of General Education Development (GED). b. Applicants must have completed first year high school algebra or the equivalent with a grade average of "C" or better. c. Each applicant shall submit documentation of the above.
Physical:	Ability to perform all work of the trade.
Testing:	None
Other:	Applicants who have been a member in good standing in the IUEC prior to December 31, 2001 may be exempt from the algebra requirement by JATC decision. As a condition of employment the employer may: a. Require substance abuse testing b. Require a valid drivers license

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN.

A. Selection Procedures:
Exempt WAC 296-05-405 (1) (a)

B. Affirmative Action Plan:
Exempt WAC 296-05-405 (1) (a)

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4. TERM OF APPRENTICESHIP:

The term of apprenticeship shall be a minimum of 9,250 hours of employment.

5. PROBATIONARY PERIOD:

The probationary period shall be the first 1,000 hours of employment (on-the-job training) after the current registration as an apprentice by this committee.

6. RATIO OF APPRENTICES TO JOURNEYMEN:

The ratio of apprentice to journey-level workers shall not exceed a ratio of one (1) apprentice for the first journey-level worker in full employment on the job site in order to assure adequate training and supervision.

Additional apprentices are authorized at the rate of one (1) apprentice for each two (2) additional journey-level workers on the job site.

7. WAGE PROGRESSION:

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-05-316(27).

1st Period 1000 hours	50% of the average Journey-level wage
2nd Period 1000 hours	70% of the average Journey-level wage
3rd Period 1000 hours	70% of the average Journey-level wage
4th Period 1000 hours	70% of the average Journey-level wage
5th Period 1000 hours	70% of the average Journey-level wage
6th Period 1000 hours	70% of the average Journey-level wage
7th Period 1000 hours	70% of the average Journey-level wage
8th Period 0900 hours	70% of the average Journey-level wage
9th Period 1350 hours	70% of the average Journey-level wage

The average wage in this occupation will be updated by this committee at least annually and will be recorded in the minutes of the committee in addition the updated wage and the process by which it was developed will be submitted to the Registration Agency annually.

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8. WORK PROCESSES:

General Journeyman Elevator Mechanic DOT #825.361-010 HOURS

- * denotes: Electrical and mechanical applications
- ** denotes: Electrical applications

A.	<u>Tools and Equipment</u>	200
	Safety using and caring for: *	
	1. Handtools and measuring devices	
	2. Power tools (including reciprocating saw, grinder, drill, rotary hammer)	
	3. Testing equipment *	
B.	<u>Blueprint Reading and Layout Work</u>	250
	1. Receiving work assignments from supervisor	
	2. Reading building, elevator, and electrical blueprints *	
	3. Determining materials needed *	
	4. Determine equipment needed *	
	5. Laying out location of all system components * (structural, mechanical, electrical, and hydraulic)	
	6. Determine the priorities or sequence of activities on the job *	
C.	<u>Material Handling, Rigging and Hoisting</u>	500
	1. Safety *	
	2. Verifying materials received at job site against a material list; checking condition of material *	
	3. Lifting, caring, pushing, pulling materials manually, or by using rollers or dollies	
	4. Assembling scaffolding in hoistway	
	5. Using ladders, scaffolds, working platforms	
	6. Determine appropriate rigging equipment and method for load weight and rise	
	7. Inspecting rigging for wear or defects	
	8. Erecting, using, dismantling hoist, cable slings, chain falls, electric chain hoist, well wheel and rope	
	9. Using proper hand signals	
D.	<u>Installing Rails</u>	400
	1. Safety	
	2. Checking hoisting for size and plumbness; cutting or chipping concrete in "out-of-plumb" hoisting, as appropriate, or shifting templates	
	3. Cutting prefabricated sections of rail to specified dimensions	
	4. Filing rail joints; filing tongues and grooves	
	5. Checking squareness of rails, using gauge	

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6. Fabricating rail brackets
 7. Drilling and tapping holes in concrete or structural steel members
 8. Packing, shimming and fastening brackets on each floor, using anchor bolts or by welding
 9. Packing, shimming, and clipping rails to brackets
 10. Verifying alignment of rails with plumb bob and level
 11. Painting rails
 12. Lubricating rails
- E. Installing Machines and Cable for Traction Elevators800
1. Safety *
 2. Installing motor foundations
 3. Positioning motor foundation
 4. Mounting other machine room equipment including: controller, governor, generator, selector, group controllers, wheel, drive *
 5. Aligning and plumbing machinery
 6. Installing winch *
 7. Cutting cables to specified length
 8. Installing sheaves
 9. Installing and connecting cables, passing over or around sheaves
 10. Installing counterweight frame
 11. Installing and connecting counterweights
 12. Seating and adjusting brushes on motors and generator **
 13. Setting generator and motor field resistance **
 14. Adjusting brake and selector *
 15. Painting machine room equipment
- F. Installing Jack and Pump for Hydraulic Elevator700
1. Safety
 2. Drilling hole for hydraulic jack
 3. Plumbing jack hole
 4. Casing jack hole
 5. Assembling hydraulic jack unit; packing head
 6. Installing and plumbing jack
 7. Installing pump *
 8. Installing cylinder
 9. Installing PVC housing for cylinder
 10. Installing hydraulic lines from pump to jack
 11. Filling hydraulic unit with oil; adjusting and stabilizing oil temperature
 12. Adjusting hydraulic valves *
 13. Mounting starter and controller on wall **

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G.	<u>Assembling Elevator Car</u>	500
1.	Safety *	
2.	Constructing level surface for building car	
3.	Cutting prefabricated sections of framework to specified dimensions	
4.	Bolting or welding steel framework together	
5.	Installing platform, wall panels, doors; using handtools	
6.	Leveling car platform	
7.	Attaching guide shoes and rollers	
8.	Installing cams	
9.	Installing and plugging in control panels **	
10.	Installing load weighing devices *	
11.	Performing inside finish work	
H.	<u>Installing Outer Doors and Frames</u>	300
1.	Safety *	
2.	Installing hoistway entrance frames	
3.	Installing hoistway door sills, struts and headers	
4.	Installing hoistway door hanger tracks to headers	
5.	Hanging hoistway doors on tracks	
6.	Squaring doors and gates	
7.	Installing door operator and closures *	
8.	Installing door speed regulator *	
9.	Installing fascia, toe guards, dust covers	
I.	<u>Installing Electrical Wiring, Components and Controls</u>	800
1.	Safety *	
2.	Installing conduit piping in shaft, machine room, cars **	
3.	Pulling electrical wires through piping **	
4.	Preparing and hanging traveling cables **	
5.	Installing main control panel in machine room **	
6.	Installing electrical components and devices in cars on each floor; installing variable frequency controls **	
7.	Connecting electrical wiring to control panels **	
8.	Wiring cross-connects between controls **	
9.	Connecting wiring to electrical motors and generators **	
10.	Properly grounding all components **	
11.	Testing all circuits, using equipment including: Oscilloscope, meters, amp probe **	
12.	Wiring overhead lights, fans, emergency bells/lights, and receptacles in elevators **	
13.	Installing, testing, adjusting solid state controls and components; programming microprocessors **	
J.	<u>Adjusting the System</u>	150
1.	Safety *	

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2. Fine-tuning installed system until it meets specifications and codes *
- K. Maintenance, Service, and Repair1,950
1. Safety
 2. Cleaning, oiling, greasing equipment
 3. Cleaning and adjusting system components including: motor, generator, door and locks, hardware, signal and lighting circuits, sheaves and drums, cables, hydraulic pumps, car, gear, worm, and brake. *
 4. Inspecting all system components for wear and damage; replacing worn or damaged parts *
 5. Troubleshooting; diagnosing cause of malfunctions by:
 - a. evaluating customer complaints
 - b. visual inspection *
 - c. observing equipment in operation *
 - d. listening to equipment in operation *
 - e. ohmmeter **
 - f. voltmeter **
 - g. continuity meter **
 - h. ammeter **
 - i. microprocessor-based tools *
 - j. wiring diagrams **
 - k. solid state logic probes *
 - l. feeling (e.g. – vibration, heat)
 - m. smelling (e.g. – overheating)
- L. Modernizing Old Equipment1200
1. Safety *
 2. Bringing elevator system up to NEC standards and current building code *
 3. Dismantling old elevator equipment
 4. Removing and replacing components such as: electrical motor, hydraulic pumps, control panels *
 5. Altering existing printed circuit boards for updates and changes **
 6. Modifying solid state controllers for upgrades **
 7. Installing additional or extended control panel **
 8. Installing computerized controls **
 9. Re-assembling elevator equipment *
- M. Installing and Repairing Escalators1000
1. Safety
 2. Hoisting sections of steel truss into place in wellway

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3. Installing, joining, and aligning sections of truss and related supports
 4. Setting and installing motor; installing upper drive gear, lower tension carriage, drive machine and chains, brake, controller *
 5. Checking correctness of prefabricated wiring; soldering/taping wiring elements together; hooking up controller wiring **
 5. Installing safety and key switches *
 7. Suspending prefabricated sections of stairs and tracks over frame work
 8. Installing handrail tension devices, decking, guides
 9. Installing newels and inside trim
 10. Installing glass balustrades and panels
 11. Installing floor plates, comb plates, skirtboards, kickplates, molding, trim
 12. Cleaning, lubricating, performing final adjustment *
 13. Inspecting parts for wear and damage; replacing parts as needed *
 14. Repairing a “step pileup” *
 15. Repairing a “frozen lower carriage” *
- N. Installing Related Equipment.....500
1. Safety
 2. Dumbwaiters *
 3. Powered walkways *
 4. Material lifts *
 5. Stairs lifts *
 6. Wheelchair lifts *
 7. Theatre stage lifts *

Total Hours: 9,250

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentices shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - (X) A combination of home study and approved correspondence courses
 - () Technical college
 - () Community college
 - (X) Training trust
 - () Other (specify)
- C. Hours 144, minimum
- D. Satisfactory progress must be maintained in related training classes. (See section 10, Administrative/Disciplinary Procedures).
- E. Related training must be completed with a grade of 70% or better for graded classes or 'Pass' for non-graded classes.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Welcome to the IUEC Local 23 Elevator Industry JATC. You have chosen a worthwhile, creative, and rewarding occupation. During your apprenticeship you will receive on-the-job (OJT) training and related training classes to prepare you to become a journey-level worker.

A committee of journey-level workers and contractors, otherwise known as the Joint Apprenticeship and Training Committee (JATC), administers this program. The JATC is responsible under law for your apprenticeship program. You share a part of the responsibility toward developing a successful career.

The committee will uniformly apply rules and regulations concerning, but not limited to, equality of wages, periodic advancement, promotion, job performance, rotation among all work processes of the trade/occupation, assignment of work, imposition of penalties or other disciplinary matters and all other aspects of the administration of an apprenticeship program to all apprentices during their apprenticeship according to the United States Code, Code of Federal Regulations and Washington State Law.

As the JATC, it is our desire to offer the best possible training program so that you can become the finest journey-level worker you are capable of being. Work hard and

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diligently on the job, listen carefully to your journey-level worker's instructions, and observe their work. Treat your journey-level workers with respect as that person is taking time to instruct you. You will find that you can learn something unique from each journey-level worker.

Apply yourself in the related training classroom. This additional requirement will enhance your knowledge in areas sometimes not covered on the job. Adhere to the policies and procedures that follow and you will successfully progress through the program.

THE APPRENTICESHIP PROGRAM WILL PREPARE EACH APPRENTICE TO BECOME A SUCCESSFUL JOURNEY-LEVEL WORKER IN ALL ASPECTS OF THE ELEVATOR MECHANIC FIELD.

If you have questions regarding your apprenticeship, please contact the Training Director/Coordinator as listed in section #13 of these standards.

A. APPRENTICE RESPONSIBILITIES

This committee is responsible under Washington State laws and rules for your apprenticeship program. Each apprentice shares a part of that responsibility and you are expected to cooperate with the committee during the development of your career. You are hereby advised of the expectations and procedures concerning monthly progress reports (MPRs), on-the-job training (OJT) and related training (classroom instruction) requirements for program advancement and completion, evaluation reports, and notices to appear.

1. Apprentice registration – Apprentices will be registered with an effective date being the day this agreement is legally recorded by the committee and accepted by the registration agency. Apprentices are not registered to individual contractors (training agents); they are registered to this committee, which is responsible for administering the apprenticeship program.
2. Apprentice duties – As an apprentice, you must:
 - a. Diligently perform the work assigned by the journey-level worker and/or foreman.
 - b. Develop and practice safe working habits as well as comply with employer (training agent) environmental health and safety programs and standards.
 - c. Conduct yourself at all times as a representative of the apprenticeship program in a neat and professional manner.
 - d. Attend related training classes as required by the committee.
 - e. Advance in the program.
 - f. Keep the committee informed of your current address and telephone number.

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- g. Submit Monthly Progress Reports in a timely manner.
3. Monthly progress reports (MPRs) - You must submit a properly completed and signed MPR each month whether or not you are working.
- a. You are to complete ALL information requested, accurately totaled, and signed by your employer or appropriate supervising journey-level worker.
 - b. You must submit the original report on or before the tenth day of the following month. The report must be submitted to the Training Director/Coordinator listed in section #13 of these standards.
 - c. You are required to keep a copy of the completed report; previously submitted MPRs are maintained in your apprentice file at the NEIEP office.
 - d. Failure to submit MPRs as required will result in disciplinary action.
4. Employment Continuity - You must make every effort to maintain employment in the trade as described in the Employment Policy below. You are not allowed to “moonlight” or “work on the side” in this trade or a trade-related industry. Failure to comply will result in your appearing before the committee for possible disciplinary action.
5. Disciplinary action - Failure to satisfy program requirements will result in one or more of the following disciplinary actions:
- a. Probationary period – Your apprenticeship agreement may be canceled during the probationary period as specified in the program standards (1,000 OJT hours) upon written notice to the Registration Agency.
 - b. Notice to Appear – This action requires you to appear at the next committee meeting.
You must respond to the notice IN PERSON.
If you cannot appear (through no fault of your own) a letter of explanation is required. It must be mailed or faxed to the committee coordinator as described in the notice prior to the scheduled meeting date.
 - c. Proposed Cancellation – This notice requires you to appear at the next committee meeting IN PERSON to show cause why you should not be canceled from the apprenticeship program.
 - d. Final Cancellation – This action terminates your apprenticeship agreement for the reasons listed in the notice.

Training agents will be notified of apprentice progress, including cancellation from the program. Copies of all notices and related correspondence will be maintained in your apprentice file.

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6. Apprentice withdrawal - You may withdraw from the apprenticeship program at any time by submitting a written notice to the committee. You will then receive a letter listing the number of OJT hours recognized by the committee at the time of your withdrawal.

B. TRAINING AGENT APPROVAL AND RESPONSIBILITIES

1. Training agent application - Any employer wishing to train apprentices must obtain committee approval as a training agent and should contact the Training Director/Coordinator listed in section #13 of these standards for a training agent approval packet.
2. Training agent qualifications – A contractor applying for training agent status must:
 - a. Be registered as an elevator contractor with the State of Washington.
 - b. Possess or employ a full-time Journey-level Elevator Mechanic
 - c. Provide proof of industrial insurance with the State of Washington.
3. Training agent approval
 - a. All application information must be completed and submitted to the committee along with the following information for consideration of the application:
 1. Training agent application
 2. Signed receipt of committee policies and procedures
 3. List of individuals recognized as journey-level elevator mechanics.
 4. Contractor license.
 5. Proof of industrial insurance.
 - b. A committee member may conduct a site visit to verify that required elements are in place.
 - c. A Company official must be in attendance at the committee meeting at which the application is to be considered; failure to appear will result in no action taken.
4. Training agent responsibilities
 - a. Training agents must comply with all requirements outlined in the program standards, particularly in the areas of apprentice supervision and ratio, payment of wages, and working conditions.
 - b. You must notify the committee in writing when and why an apprentice leaves your employ within 2 business days.
 - c. You must also report any changes in name, location, or telephone number to the committee in a timely fashion.
5. Disciplinary action - The committee will review all alleged violations against its training agents. If the investigation shows that the program

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standards and/or policies have been violated, the training agent in question will be sent a "Notice to Appear" at the next committee meeting to discuss its continued status as a training agent. Training agents who fail to adhere to the committee's policies and standards may have their training agent status revoked.

6. Apprenticeship costs - This committee and its approved training agents are responsible for the administrative costs and expenses associated with the operation of the program. The committee, its sponsors, or training agents will not charge or cause charges to be levied against its apprentices for the purpose of financially supporting the administrative, clerical or organizational costs of operating the program.

C. EMPLOYMENT POLICY

1. Employment continuity – Apprentices must make every effort to maintain employment in the trade and only with employers approved as training agents for the committee.
2. Employment termination - If an apprentice is terminated for cause or voluntarily terminates his/her employment, he/she must notify the committee in writing within 2 business days, providing the following information:
 - a. Name, address, and telephone number
 - b. Previous employer name and last date of work
 - c. Signature and date

The training agent must also submit written notification of the termination to the committee, including the date and reason for termination. Termination for cause may result in apprentice disciplinary action.

3. Reemployment – Unemployed apprentices will be placed prior to the registration of new apprentices by the committee.

D. ASSIGNMENT OF NEW APPRENTICES

1. Orientation – Each applicant must attend an orientation session prior to employment to inform them of the policies and rules of the apprenticeship program.
2. Dispatch – New apprentices will be dispatched from the Ranked Pool of Eligibles according to the committee's selection procedure.

E. REMOVAL FROM RANKED POOL OF ELIGIBLES

1. Applicants wishing to be removed from the pool must submit a written request to the committee.

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2. Applicants who have refused two employment opportunities provided by registered mail return receipt will be removed from the pool.

F. RELATED TRAINING POLICY

1. Attendance. Apprentices must attend all related instruction as scheduled by the committee. If an apprentice misses a class, he/she must provide the following information to the committee within seven (7) calendar days:
 - a. Date and reason for absence
 - b. Apprentice signature
 - c. Employer signature
 - d. Instructor signature (indicating that the class has been made up)
 - e. Any required documentation
2. Excusable absences must be approved and may include:
 - a. Pre-arranged absence(s) approved by the instructor with make-up class completed in advance
 - b. Pre-arranged absence(s) approved by the committee.
 - c. Medical – supported by a doctor or other professional report.
3. Tuition. Apprentices must pay any and all tuition established by the committee.
4. Related training classes and grades
 - a. The committee is responsible for establishing and/or approving the content and curriculum of all related training classes. Apprentices are expected to exhibit orderly behavior in the classroom at all times.
 - b. A term grade below 70% or “Pass” will result in a written notice to the apprentice. He/she will be required to repeat the class or make arrangements for make-up work. Rerates will be held until the grade has been brought up to the minimum level allowed.

G. ADVANCEMENT (RERATE) POLICY

Each apprentice is expected to advance in the program and is subject to committee review every six months at a minimum.

1. Advancement criteria - Advancement (rerate) in the apprenticeship program is based upon the following criteria:
 - a. Related training – The class attendance and minimum grade requirements outlined in the related training policy must be satisfied.
 - b. OJT training – The minimum OJT hours specified in the program standards must be accumulated.
 - c. Employer/Journey-level worker report that supports the rerate.

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2. Holds. Apprentices will be held at their current level if advancement requirements have not been met. A hold can also be placed on a rater for disciplinary reasons.

An apprentice may appear at a committee meeting to request restoration of a lost rater after six months with proof that the conditions which led to the hold have been satisfactorily corrected. However, in disciplinary cases the committee is under no obligation to restore the lost rater at a later time with a multi-level rater.

3. Completion of the Program. You must satisfactorily complete all work processes, the related/supplemental instruction courses, and pass the JATC General Journeyman Elevator Mechanic Examination.

H. CREDIT FOR PRIOR EXPERIENCE

1. Transfers - Apprentices transferring from a registered apprenticeship program will be considered at the level of wage rate, period and related training indicated on official documents supplied by the previous program, provided that the transferring program standards for advancement and related training progression are similar to those of this committee.
2. Re-admittance – Previously terminated apprentices may request reentry into the program at their previous level. However, those terminated for cause must wait 12 months before requesting re-admittance and will not be registered until the apprentice appears before the committee and provides a satisfactory explanation that the conditions that led to their prior cancellation have been corrected. An apprentice reentering will be evaluated by the committee and registered at the appropriate level based on the individual's knowledge, skills and ability.
3. New apprentices – Apprentices wishing to receive credit for experience gained prior to their registration must submit a written request to the committee along with the following documentation.
 - a. Legal OJT experience:
A letter on company letterhead bearing the employer's signature must be submitted. The letter must document the amount of applicable time worked for that employer and detail the type of work done and the amount of time spent in each work process. OJT credit cannot be given for classroom training received in employment or at an educational institution.
 - b. Related training experience:
Submit documentation such as transcripts or completion certificates.

I. COMPLAINT RESOLUTION PROCEDURE

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Any applicant, apprentice, or training agent who has a problem is encouraged to bring it to the attention of the committee who is ready and willing to help.

- a. All complaints must be submitted to the committee in writing at least ten (10) days prior to the next committee meeting date for placement on the agenda.
- b. You must attend the meeting to attempt resolution of the dispute.
- c. The committee's decision will be communicated in writing and noted in the meeting minutes.

11. COMPOSITION OF COMMITTEE AND ALTERNATIVES:

JATC is composed of an equal number of representative of participating employers and representatives of the International Union of Elevator Constructors Local Union No. 23. The Committee consists of no more than 8 principal members. A quorum for the transaction of business must consist of at least 2 employer and 2 employee representatives. The positions of committee chair and secretary are filled by opposite representation (employer and employee) and are elected by current committee members; the term of each office is two years. When a vacancy occurs, the respective employer or employee members shall elect from their representation a replacement to serve the unfilled term of an office.

Committee members will be removed for inactivity or failure to abide by state law or the policies and procedures of this committee. A member who fails to attend three consecutive committee meetings will be deemed inactive and will be removed by the committee.

The Employer Representatives Shall Be:

Tom Faires, Secretary
7216 SW Durham Road #900
Portland, Oregon 97224

Michael Mutal
13035 Gateway Dr #157
Seattle, Washington 98168

The Employee Representatives Shall Be:

Frank Regalado, Chair
3535 SE 86th Avenue
Portland, Oregon 97266

Scott White
4035 SW Pomona Street
Portland, Oregon 97219

12. SUBCOMMITTEE: None

13. TRAINING DIRECTOR/COORDINATOR:

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Frank Regalado
3535 SE 86th Avenue
Portland, Oregon 97266